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Human resources management

Overview of human resources management reform: the young professionals programme

Report of the Secretary-General

Addendum

Summary

The present report is submitted pursuant to General Assembly resolutions 67/255 and 68/252, in which the Secretary-General was requested to conduct a comprehensive review of the method and format of the young professionals programme examination, develop and implement measures to accelerate the placement of successful candidates from the programme roster and monitor progress towards achieving improved geographical representation of underrepresented and unrepresented Member States. This report summarizes progress made with the implementation of the young professionals programme since its inception in 2011 and proposes additional improvements to the examination format and delivery methods.

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I. Introduction

1. The General Assembly, in its resolution 67/255, requested the Secretary-General to conduct a comprehensive review of the method and format of the young professionals programme examination, including its cost implications, while ensuring a level playing field for candidates of all parts of the world, in order to ensure that it is conducted in the most efficient, effective and equitable manner possible. The present report summarizes progress made on the implementation of the young professionals programme since its inception in 2011, and proposes enhancements to the young professionals programme examination to further improve efficiency and effectiveness.

II. Background

2. In March 2011, in its resolution 65/247, the General Assembly approved a new young professionals programme, which would rejuvenate the Organization, providing an influx of young talent with fresh ideas to help it to respond to the needs of the twenty-first century with increased diversity and geographical representation. It would also enable the Organization to develop a pool of dynamic, adaptable and diverse young professionals to their full potential, which in turn would strengthen middle and senior management in the medium and long term. The new young professionals programme would also employ an efficient and effective examination process, making use of the latest technology. The existing eligibility requirements (maximum age limit of 32 for the young professionals programme) and available positions (use of 15 per cent of the positions at the P-1 and P-2 levels in field operations financed through the regular budget and voluntary contributions only) were maintained.

III. Progress made in the implementation of the young professionals programme

3. The enhancements, including technological improvements, which were implemented under the young professionals programme can be credited for its improved delivery. While further enhancements remain to be implemented, the various concrete improvements summarized below can be noted.

A. Number of participating States

4. In order to participate in the young professionals programme, Member States must be unrepresented, underrepresented or at the risk of becoming underrepresented at the end of the year preceding the examination year. Member State participation increased significantly under the young professionals programme (see annex, table 1). A comparison of the data from 2010 and under the new programme from 2011 to 2013 reveals that the number of successful Member States has also increased from 15 in 2010 to a range of 24 to 30 between 2011 and 2013.

B. Outreach

5. The Organization continues to undertake significant outreach efforts to countries which are unrepresented, underrepresented or at risk of becoming underrepresented through a dedicated unit in the Office of Human Resources Management. The unit promotes the young professionals programme through social media, virtual career fairs, print media and radio, as well as through collaboration with permanent missions, including outreach visits to unrepresented and underrepresented countries or regional hubs that attract nationals from those countries. To maximize impact, outreach is conducted both in target countries and in locations where a large numbers of nationals from unrepresented or underrepresented countries are present, including universities, professional associations and government offices. In this regard, in 2013 and early 2014, outreach visits have been conducted in the following countries: Barbados, Brazil, Canada, China, Czech Republic, Japan, Jamaica, Norway, Oman, Poland, Republic of Korea, Trinidad and Tobago, United Kingdom of Great Britain and Northern Ireland, South Africa and United States of America.

6. Improved targeted outreach activities through web-based communication methods have helped publicize the young professionals programme. The United Nations careers portal is the Organization's flagship outreach tool and is interfaced with the online recruitment tool, Inspira. The careers portal provides information to candidates regarding the programme and the application process.

7. In April 2011, the Secretariat launched a social media initiative to increase global access to information on career opportunities and the recruitment process at the United Nations. This included the establishment of a Facebook site to target students and young professionals, who are the potential applicants for the young professionals programme. As at June 2014, the Facebook page was visited weekly by up to 200,000 people worldwide. In a further effort to expand its social media presence, the Outreach Unit began posting in 2013 career information on Sina Weibo, which is a social media site widely used in China. In 2013, the Secretariat launched a virtual career fair in partnership with United Nations entities (United Nations Children's Fund, United Nations Development Programme, United Nations Population Fund, United Nations Office for Project Services and United Nations Volunteers programme) and the European Personnel Selection Office of the European Union. To date, three virtual career fairs, including a segment which promotes and explains the young professionals programme, have been held with the participation of approximately 19,000 people from 188 nations and territories. The Secretariat has also developed a shared and searchable outreach talent database of thousands of contacts, including professional associations, non-governmental organizations, government offices and officials and universities, and all information regarding the programme is regularly circulated to these contacts.

8. The Secretariat will continue to utilize its social media networks and virtual career fairs to promote the young professionals programme as well as work with Member States on outreach activities specific to the needs of their nationals to ensure that a wide range of nationals of participating Member States are aware of the programme.

C. Number of applicants

9. While basic eligibility requirements remain unchanged, a comparison of the data between 2010 and 2013 shows that there has been a dramatic increase in the number of applicants with little increase in young professionals programme resources (see annex, tables 1 and 2). The programme attracted a total of 100,501 applications between 2011 and 2013 (an average of 33,500 applicants per programme exercise).

D. Job openings and application process

10. With the development of Inspira, the automated web-based application of the Office of Human Resources Management, posting time for job openings has been reduced from 92 to 60 days, and a much larger volume of young professionals programme applicants are managed each year. Inspira is also increasingly able to support large numbers of applicants in their self-service tracking of applications for the programme, thus reducing the need to correspond via e-mail and electronically or manually generated letters. Beginning in 2014, applicants are able to view and monitor both their application and convocation status in Inspira.

E. Screening process, candidate ranking and convocation

11. Under the national competitive recruitment examination, applicants were screened manually for eligibility and specialized boards of examiners ranked the candidates. Since the first year of the young professionals programme, in 2011, screening has become much more streamlined. For the 2013 programme, some technical fine-tuning was introduced into the Inspira system to ensure its capacity to screen and convoke larger volumes of candidates. To date, a total of 15,790 applicants have been convoked to the written examinations under the programme, i.e. an average of 5,263 candidates per programme exercise (see annex, table 1).

1. Eligibility

12. Preliminary eligibility screening is fully automated in Inspira. The system filters the candidates who meet the minimum qualification requirements, including fields of study, stated in the job opening.

2. Relevant experience/ranking

13. The Inspira system is also used to "rank" the top 40 eligible candidates from each country in each job family. This second screening is partially automated, as the system ranks all candidates from a given Member State based on the number of years of educational and work experience of each candidate, as well as the number of United Nations official languages mastered. Currently, only the top 40 eligible candidates from each Member State are convoked to the young professionals programme examination. The system is not yet fully automated, however, as the Office of Human Resources Management must manually review and confirm that the work experience and expertise of the 40 top-ranked applicants are relevant for the job family concerned.

F. Specialized boards of examiners

14. Since 2011, specialized boards of examiners have been provided training in industry standards for exam development, a programme which has greatly improved the fairness, validity and reliability of the young professionals programme examination. Exam content has become more aligned with the needs of each job family, as board members have put greater emphasis on developing specialized papers that attract candidates with the expertise required in their particular job families. Departments are required to appoint a sufficient number of board members to meet the demands of the specialized boards (including full time release for test development and exam marking) during the exam cycle, and board members now have greater incentive to fully participate when nominated, as their contributions are recognized in their performance evaluations.

G. Examination process

1. Format

15. The young professionals programme continues as a three-part examination process: a two-part written examination, the general paper and the specialized paper, and an oral third part, a competency-based interview. The written portion of the exam currently lasts a total of four hours and 30 minutes. The parts are summarized as follows:

(a) The general paper has historically been of a general nature, taken by all convoked candidates in all job families, to test text-summarizing and drafting skills in English or French, and general knowledge of international affairs. Candidates are allocated 45 minutes for the general paper;

(b) The specialized paper, on the other hand, is an assessment tool developed separately by the specialized board of examiners of each job family and is given only to candidates in that particular job family, to test substantive knowledge. The specialized paper, which is presented in English or French, can include essays, short-answer questions, multiple-choice questions or other formats requiring a constructed response. The specialized paper may be answered in any one of the United Nations six official languages and candidates have three hours and 45 minutes to complete it;

(c) The oral interviews are conducted by the specialized boards of examiners as the final examination step and take place in either English or French.

16. Each year the format, order and content of the general and specialized papers have varied, and the specialized boards of examiners have used candidate scores at various stages in the examination cycle to eliminate lower-ranking candidates progressively, until the number of candidates remaining to be rostered equalled the number of job openings projected. Successful candidates passed various competitive cut-off points, as determined by the specialized boards. Under the 2012 young professionals programme, the multiple-choice question format was introduced in the general paper, asking candidates to respond to 50 international affairs questions of a general nature. The automated multiple-choice format not only enhanced efficiency in exam marking, but the exam content also helped to promote a more geographically balanced and knowledgeable candidate pool that advanced to the

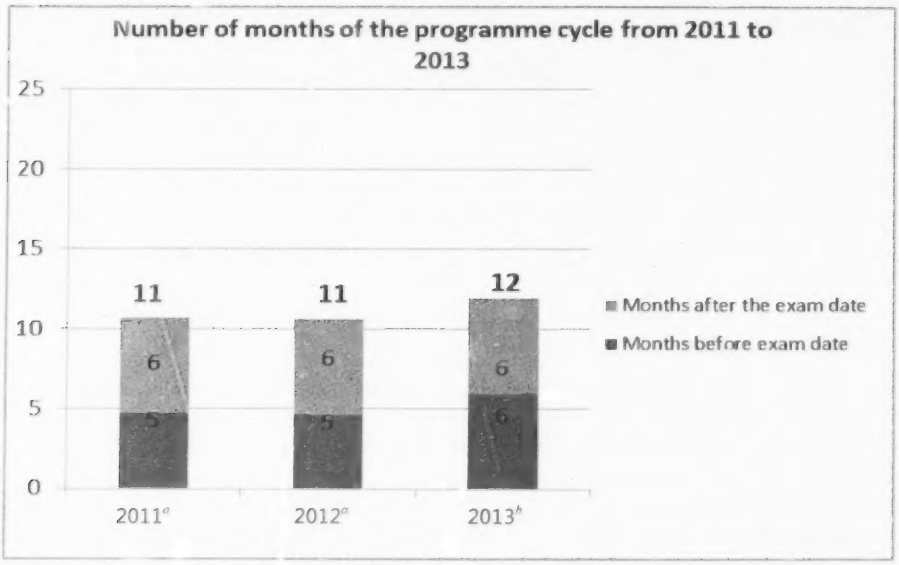
specialized paper. Specialized boards proposed sequencing changes to the various portions of the written examinations (general and specialized papers) in 2013 to improve the representation of candidates with specialized expertise, rather than those with general summarizing and drafting skills in English and French. For the 2013 programme, multiple-choice questions were developed for each of the five job families in English and in French, as part of the specialized paper, and served as a first cut-off point for each specialized board.

2. Method of delivery

17. The 2011, 2012 and 2013 written examinations of the young professionals programme remained paper-based, and were physically shipped to the United Nations-nominated test sites. Physical exam centres were identified with the help of participating Member States, based upon a minimum number of convoked candidates expressing interest or proximity to the test site. The examinations were simultaneously hand-written by all candidates worldwide. To reduce costs, starting with the 2012 programme, shortlisted candidates no longer travel for the interviews, which are held via teleconference.

H. Examination cycle

18. The exam cycle, from posting of the job opening to the release of results, was approximately 12 months under the 2013 young professionals programme (see annex, table 1). The processing time for marking papers, conducting interviews and finalizing the results has consistently taken only six months, as shown in the chart below.



[a] In 2011 and 2012, the 60-day deadline was extended owing to technical issues.
[b] In 2013, the issuance of job openings was staggered over a 95-day period.

I. Placement level

19. Under the young professionals programme, initial placement is generally made at the P-2 level; however, when a candidate possesses a first-level university degree without any experience, the candidate is placed at the P-1 level. If a candidate has a first-level university degree and two years of relevant work experience, or has a master's degree with or without relevant work experience, the candidate is placed at the P-2 level.

J. Successful candidates and rosters

20. Under the young professionals programme, a time limit has been established for rosters and successful candidates remain on the roster for two years. As at 30 June 2014, 72 successful 2011 candidates had been placed and 13 had not. Of the successful 2012 candidates, 35 had been placed and 58 remained on the roster. On 1 July 2014, an additional 109 candidates from the 2013 examination became available for assignment.

K. Career support: training

21. Under the programme, the Office of Human Resources Management offers a one-week induction programme developed specifically for young professionals programme staff, designed to enhance skills essential for success in a United Nations career, provide information on career development opportunities, familiarize staff with the core values and principles of the United Nations and facilitate networking between participants in the programme. The overall objectives are to help candidates selected from the roster to better understand the Organization, prepare them for mobility and future leadership positions, and connect them with peers. The programme is composed of reading and online training that participants complete on their own before participating in a week-long, face-to-face orientation programme. The mentoring programme has also been redesigned to better support young professionals programme staff. They are assigned to senior colleagues at the P-5 level, who are trained as mentors. The current programme has received high rates of satisfaction from participants.

IV. Proposed improvements to the young professionals programme

22. Building on recent advances and improvements in effectiveness, the young professionals programme could become more efficient and it is therefore proposed that the current format and the test-delivery methods (currently all manual, paper-based and physically invigilated by United Nations staff) be revised. The Office of Human Resources Management proposes to eliminate the general paper and to increase the automation of the screening and assessment mechanisms, with the overall goal of reducing the young professionals programme time frame and costs of examination development, administration and marking.

A. Changes that could be implemented within existing resources

23. For 2015, in order to help address the challenges associated with conducting the exam simultaneously in multiple time zones, the Office of Human Resources Management plans to eliminate the general paper in its entirety. This would reduce the young professionals programme examination to two parts beginning in 2015: the specialized paper, including a mandatory essay or essays and multiple-choice questions, and the oral interview. This would also reduce the actual examination time by 45 minutes, from four hours and 30 minutes to three hours and 45 minutes, making it easier to conduct across multiple time zones.

24. Elimination of the general paper as part of the examination would offer several other benefits. The time and level of effort of board members and test administrators would be decreased, as the general paper would not have to be developed, marked and factored in by specialized boards into each candidate's overall score and invigilation would not be required. Both the examination cycle and costs would also be reduced. In lieu of testing the candidates on the skills assessed through the general paper, candidates would be required to provide proof of language proficiency in English or French during the initial application screening phase of the process. Candidates would be required to attach or append relevant documentation to their applications. The criteria could be met in several ways, including through the presentation of: (a) a degree or certificate from a university or equivalent, where the major language of instruction is either English or French; or (b) a language certificate accepted by the United Nations from an approved external language testing entity. This step would help to ensure that only candidates who are proficient in English or French are convoked to the exam.

B. Examination offered by job network rather than job family

25. In order to align the young professionals programme with the new mobility and career development framework, it is proposed that, beginning with the 2016 programme, examinations be offered by job network rather than by specific job family. At the moment, there are 8 job networks and 40 job families, but the current structure is under review in the context of mobility implementation. Conducting the exam by job network would serve to reduce the overall number of examinations held and the time and effort associated with constituting a specialized board for each job family. This proposed transition would begin with the job network of Political, Peace and Security (POLNET) in 2016 to coincide with the mobility programme for that network planned in the same year. The POLNET examination would cover a broad range of general subjects related to political, peace and security issues as well as subjects relevant to specific areas of job families within the job network, so that successful candidates may be considered for a wide range of positions in that job network.

C. Changes that would require additional resources

26. In addition, the Office of Human Resources Management has explored the introduction of an automated pre-test as part of the young professionals programme examination. Currently, the top 40 eligible candidates are identified through a combination of manual and automated screening. Instead, all eligible candidates

(with a relevant academic degree for the particular young professionals programme job opening) could be required to take a computer-based online test without invigilation. This automated test would include questions related to cognitive skills and abilities and situational judgement, as well as questions based on the United Nations competencies. Candidates who pass this test would be those who demonstrate the minimum skills and abilities required for young professionals programme positions, as measured through objective assessments, not simply those with the highest level of education or work experience. If more than 60 candidates pass from a participating Member State in a job opening, then the top 60 candidates with the highest scores would be convoked to the examination specialized papers. Convoking the top 60 candidates would represent an increase from the top 40 candidates convoked through the second screening under the current format. The statistics from past examinations show that, on average, 15 to 20 per cent of candidates who are convoked do not show up for the examination. Taking this "no show" rate into account, the top 60 candidates would be convoked to the specialized papers.

27. In response to the General Assembly's request in resolution 67/255, paragraph 41, a study was undertaken in January 2013 to explore the feasibility of improving the administration of the programme examination, to gain efficiencies in screening and conducting examinations using online or computer-based methods, while giving due consideration to candidates from all parts of the world.

28. Another emerging best practice in the area of recruitment is the use of cognitive skills and abilities and situational judgement testing. From September 2013 to April 2014, as part of this feasibility study and in an effort to standardize and achieve consistency in the assessment of applicants across positions, a global general services test was developed to replace the administrative support assessment test, an eligibility requirement for candidates applying to positions in the General Service category. Through the study, the Office of Human Resources Management found that using work-related situational judgement questions was an effective technique for assessing competencies across occupations in the United Nations. Given the volumes of applicants that might be deemed eligible for advertised positions, the study further explored the feasibility of using a computer-based platform to deliver tests online. The testing and delivery methods used in the global general services test were very effective in screening candidates for their knowledge, skills, competencies and abilities and followed best practice in the testing industry. A key recommendation from the global general services test project was that the approach, testing method and delivery mechanism (online or computer-based) used for the global general services test could also be employed as a method for both screening and assessment in the young professionals programme examination (which also involved screening of a large number of applicants).

29. The feasibility study included a review of in-house computer systems and those hosted or provided by external service providers, along with the initial investment and future costs implications of the solutions reviewed. After comparing the costs and benefits presented by an open-source platform that the Secretariat could host, the team found that this solution would offer the best return on investment over time and would include the security measures required to conduct online recruitment exams and tests.

30. The Office of Human Resources Management will continue to develop this idea and will revert to the General Assembly with a detailed proposal, including anticipated additional resources required to research, design and develop a question bank for the automated pre-test and to secure a computer-based delivery platform in the future.

V. Legacy rosters from national competitive recruitment examinations

31. Under the national competitive recruitment examinations, rosters were open indefinitely and, as at 23 June 2014, a total of 84 candidates remained unplaced from the legacy rosters of those examinations, representing 31 Member States in 19 job families. Where possible, the Organization continues to recruit candidates from these rosters for both regular budget positions and extrabudgetary positions.

32. The Secretariat has made some progress in reducing the legacy rosters by placing more candidates in positions and proposes that those candidates who have been on the legacy rosters for more than seven years be removed. This would eliminate the legacy rosters in their entirety by December 2018. The Secretariat will continue its efforts to reduce the number of active candidates on the legacy rosters until 2018, through a combination of placement and removal from roster following an indication that candidates no longer wish to remain.

VI. Actions to be taken by the General Assembly

33. **The General Assembly is invited:**

(a) **To take note of the present report;**

(b) **To approve the removal of candidates from the legacy rosters of national competitive recruitment examinations after seven years and to abolish those rosters in 2018.**

Annex

Supplementary information on the young professionals programme examinations

Table 1
General information

	National competitive recruitment examinations	*Young professionals programme*			
	2010	*2011*	*2012*	*2013*	*2014*
Date of examination	1 December 2010	7 December 2011	5 December 2012	3 December 2013	4 December 2014
Month all results released	July 2011	June 2012	June 2013	June 2014	June 2014
Portal/Platform	Inspira/Manual	Inspira	Inspira	Inspira	Inspira
Job opening/Notice posting date[a]	7 July 2010	11 July 2011	13 July 2012	3 June 2013	14 June 2014
Application period (days) for each job opening	74	63	68	60	60
Number of days process took (from posting of first job opening to release of all results)[a]	359	326	323	363	–
Number of months process took	11.8	10.7	10.6	11.9	–
Number of Member States invited[b]	58	111	106	92	78
Number of Member States participating	35	76	79	63	54
Number of applicants (including those from non-participating Member States)	13 744	36 791	41 952	22 685	–

[a] The posting of the job openings may be staggered by job family and the posting date of the first job opening may vary. Thus, the number of days from the posting date of the first job opening to the release of all exam results may vary each year.

[b] Member States that, as at 1 January of each year, were unrepresented, underrepresented or in danger of becoming underrepresented in the system of geographical distribution.

Table 2
Costs

(United States dollars)

	National competitive recruitment examinations	*Young professionals programme*		
	2010	*2011*	*2012*	*2013*
Staff cost	**1 016 480**	**1 018 594**	**1 461 918**	**1 498 275**
Consultant fees	41 240	72 100	79 288	13 800
General temporary assistance	–	–	–	–
Overtime	647	–	–	–
External printed and online advertisement (The Economist, Le Monde and Jeune Afrique worldwide versions) (3)	32 200	32 200	–	9 170
Printing of examinations papers	18 595	35 385	34 870	40 455
Shipping of examination materials (to examination centres and back)	15 000	30 000	30 000	25 000
Rental of examination venue(s) (New York)	11 385	33 352	–	–
Miscellanous (e.g. taxi fares)	–	–	–	–
Subtotal, administrative costs	**77 180**	**130 937**	**64 870**	**74 625**
Travel of examination administrators	46 640	99 686	61 531	29 856
Travel of board members for training, development of examination material and marking of specialized written examination	–	45 567	228 146	124 815
Travel of board members for oral examinations	69 391	29 072	52 515	9 090
Travel of candidates to oral examinations	245 515	141 154	–	–
Subtotal, travel costs	**361 546**	**315 479**	**342 192**	**163 761**
Total	**1 497 093**	**1 537 110**	**1 948 268**	**1 750 461**

Table 3

Number of successful candidates to the young professionals programme between 2011 and 2013 by Member State and job family

		2011				2012						2013				
Member State	*Total*	*Administration*	*Humanitarian affairs*	*Public information*	*Statistics*	*Architecture*	*Radio producer*	*Economic affairs*	*Information technology*	*Political affairs*	*Social affairs*	*Administration*	*Finance*	*Legal affairs*	*Public information*	*Statistics*
Algeria	2	–	–	–	–	–	–	–	–	–	–	1	–	1	–	–
Australia	12	1	1	1	1	–	–	2	–	5	1	–	–	–	–	–
Austria	9	3	1	1	–	–	–	1	2	–	1	–	–	–	–	–
Barbados	1	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–
Belarus	2	–	–	–	–	1	–	–	–	–	–	1	–	–	–	–
Belgium	7	–	1	–	–	–	–	1	2	1	–	2	–	–	–	–
Brazil	9	–	1	–	–	–	2	–	1	1	–	–	2	1	–	1
China	11	–	–	–	–	–	–	–	–	–	–	1	6	–	1	3
Colombia	1	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–
Comoros	1	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–
Costa Rica	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Denmark	1	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–
Dominican Republic	1	–	1	–	–	–	–	–	–	–	–	–	–	–	–	–
Estonia	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Finland	4	1	–	3	–	–	–	–	–	–	–	–	–	–	–	–
France	17	3	1	4	–	2	1	–	4	–	2	–	–	–	–	–
Germany	18	2	–	2	1	–	–	3	1	–	1	2	–	2	2	2
Greece	2	–	1	–	–	–	–	–	1	–	–	–	–	–	–	–
Hungary	3	–	–	–	–	–	–	1	–	–	2	–	–	–	–	–
India	3	–	–	–	–	–	–	1	–	–	2	–	–	–	–	–
Indonesia	5	–	–	–	–	1	–	–	1	–	–	–	3	–	–	–
Italy	7	3	1	–	1	1	–	1	–	–	–	–	–	–	–	–
Japan	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–	1
Latvia	1	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–
Lithuania	3	–	1	1	–	–	–	–	–	–	–	1	–	–	–	–
Malaysia	4	–	–	–	–	–	–	–	1	–	–	1	–	1	1	–
Mexico	3	–	–	1	–	–	–	1	1	–	–	–	–	–	–	–
Netherlands	9	1	–	–	1	–	–	–	–	1	1	2	–	2	1	–
New Zealand	4	–	1	–	1	–	–	1	–	1	–	–	–	–	–	–

Member State	Total	2011				2012						2013				
		Administration	Humanitarian affairs	Public information	Statistics	Architecture	Radio producer	Economic affairs	Information technology	Political affairs	Social affairs	Administration	Finance	Legal affairs	Public information	Statistics
Norway	2	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–
Pakistan	4	–	1	–	–	–	–	1	–	1	1	–	–	–	–	–
Poland	9	–	–	–	–	–	–	–	1	–	1	1	1	–	2	3
Portugal	5	–	–	–	–	–	2	–	1	–	–	1	–	–	–	1
Republic of Korea	3	–	–	–	–	–	–	–	–	–	1	–	1	–	–	1
Republic of Moldova	1	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–
Romania	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Slovakia	3	1	–	–	–	–	–	–	–	–	1	–	1	–	–	–
Slovenia	5	–	–	1	2	–	–	2	–	–	–	–		–	–	–
Spain	16	1	1	2	–	3	–	–	2	2	1	1	1	–	–	2
Sweden	4	–	2	–	–	–	–	–	–	–	–	1	–	1	–	–
Switzerland	9	2	2	–	–	–	–	–	–	1	–	3	–	–	–	1
The former Yugoslav Republic of Macedonia	1	1	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Togo	1	–	–	–	1	–	–	–	–	–	–	–	–	–	–	–
Turkey	9	–	1	1	–	–	–	1	–	–	1	3	1	1	–	–
United Kingdom of Great Britain and Northern Ireland	17	3	–	3	1	1	–	5	1	–	3	–	–	–	–	–
United States of America	33	4	4	1	2	2	–	4	1	1	2	3	3	–	2	4
Total	**266**	**30**	**23**	**21**	**11**	**11**	**5**	**25**	**20**	**15**	**21**	**26**	**19**	**11**	**9**	**19**
Member State count	**–**	**17**	**18**	**12**	**9**	**7**	**3**	**14**	**14**	**10**	**15**	**17**	**9**	**9**	**6**	**10**

Note: The number of successful candidates provided in the table does not include those from non-professional categories who passed the competitive examination for recruitment to the Professional category.